

## **Minutes**

### **Faculty Affairs Committee**

**Emporia State University**

**October 13, 2009**

**XI Phi Room, Memorial Union, 3:30 p. m.**

#### **I. Call to Order**

Chair Michael Morales called the meeting to order.

#### **II. Attendance**

The following members attended:

Edwin Church (School Leadership)

Sheryl Lidzy (Communication & Theatre Arts)

Roberta Eichenberg (Art)

Michael Morales - committee chair (Physical Sciences)

Charles Pheatt (Math, Computer Science, & Economics)

Ted Gentle (University Libraries & Archives)

Marjorie Werly (Fiscal Affairs)

Nancy Hite (Business Administration & Education) replacing Kevin Johnson

George Yancey (Psychology, Art Therapy, Rehabilitation & Mental Health Counseling)

#### **III. Approval of the Minutes of the Last Faculty Affairs Committee Meeting**

The minutes from the last meeting were presented. It was moved that the excluded Grievance Panel members from last week's draft of the minutes not be named. After the removal of their names from the minutes, the committee voted unanimously to accept the minutes.

#### **IV. Announcements**

None

#### **V. Old Business**

Each subcommittee reported on its progress.

**Budgetary Exigency Policy:** Charles reported that the subcommittee met and determined that they need to (a) examine the policy in greater detail and (b) examine other universities' policies.

**Faculty Salary Equity:** George reported that the subcommittee met and had begun interviewing Deans and other decision makers to explore how salary decisions are made at ESU. A number of salary issues came up in discussion, such as how to make senior faculty members' salaries competitive with the market, not just the new hires' salaries (i.e., how to avoid pay compression).

**Furlough Policy:** Charles reported that the subcommittee met and they were moving forward. Michael introduced a handful of suggestions for consideration to ensure that the policy would be explicit and its implementation transparent. These ideas were passed on to subcommittee members.

**Graduate Faculty Membership Policy:** George reported that the subcommittee met and identified a number of problems with the policy as it now stands.

Grievance Policy: Michael reported that the subcommittee met and discussed a number of problems with the policy. However, they decided to wait for the summer committee's report before reaching any conclusions about what should be changed.

Intellectual Property Policy: Sheryl reported that the subcommittee met and discussed a number of problems with the policy as it now stands. While they reached no conclusions, they agreed that they need to (a) examine the policy in greater detail and (b) examine other universities' policies. A number of issues came up in discussion. One issue was why a faculty member's creation of a book is considered as his or her possession, while a faculty member's creation of an online class is half owned by ESU. Another issue was who retains possession of an intellectual product that comes out of a class, such as a workshop. Another unanswered question was whether faculty members must ask for permission from ESU before beginning a consulting project.

## **VI. New Business**

The Faculty Affairs Committee divided into six subcommittees.

First, the Budgetary Exigency Policy, Intellectual Property Policy, and Faculty Salary Equity subcommittees met.

Then, the Grievance Policy, Graduate Faculty Membership Policy, and Furlough Policy subcommittees met.

## **VII. Adjournment**

The six meetings of the subcommittees began to break up around 5:00 p.m.

Submitted by George Yancey